## SENATE BILL No. 99

## DIGEST OF INTRODUCED BILL

**Citations Affected:** IC 5-14-1.5-6.5; IC 20-7.5.

**Synopsis:** Collective bargaining for education personnel. Repeals provisions concerning mediation, factfinding, and collective bargaining between a school corporation and an exclusive representative, and strikes by education personnel. Adds provisions concerning final offer mediation-arbitration. Includes state educational institutions (colleges and universities) among the school units required to bargain collectively with employees. Includes noncertificated education employees under the collective bargaining provisions. Requires school employers to bargain collectively on certain issues. Authorizes the Indiana education employment relations board to issue certain orders and impose certain requirements on a person who commits an unfair practice.

Effective: July 1, 2001.

## Mrvan

January 8, 2001, read first time and referred to Committee on Pensions and Labor.





First Regular Session 112th General Assembly (2001)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in this style type, and deletions will appear in this style type.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or *this style type* reconciles conflicts between statutes enacted by the 2000 General Assembly.

## SENATE BILL No. 99

A BILL FOR AN ACT to amend the Indiana Code concerning labor and industrial safety.

Be it enacted by the General Assembly of the State of Indiana:

SECTION 1. IC 5-14-1.5-6.5 IS AMENDED TO READ AS
FOLLOWS [EFFECTIVE JULY 1, 2001]: Sec. 6.5. (a) Whenever a
governing body, or any person authorized to act for a governing body
meets with an employee organization, or any person authorized to ac
for an employee organization, for the purpose of collective bargaining
or discussion, the following apply:

- (1) Any party may inform the public of the status of collective bargaining or discussion as it progresses by release of factual information and expression of opinion based upon factual information.
- (2) If a mediator is appointed, any report the mediator may file at the conclusion of mediation is a public record open to public inspection.
- (3) If a factfinder is appointed, any hearings the factfinder holds must be open at all times for the purpose of permitting members of the public to observe and record them. Any findings and recommendations the factfinder makes are public records open to



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1	public inspection. as provided by IC 20-7.5-1-13(e) or any other
2	applicable statute relating to factfinding in connection with public
3	collective bargaining.
4	(b) This section supplements and does not limit any other provision
5	of this chapter.
6	SECTION 2. IC 20-7.5-1-1 IS AMENDED TO READ AS
7	FOLLOWS [EFFECTIVE JULY 1, 2001]: Sec. 1. Intent. The Indiana
8	general assembly hereby declares that: the following:
9	(a) (1) The citizens of Indiana have a fundamental interest in the
10	development of harmonious and cooperative relationships
11	between school corporations and their certificated employees.
12	(b) (2) Recognition by school employers of the right of school
13	employees to organize, and acceptance of the principle and
14	procedure of collective bargaining between school employers and
15	school employee organizations, can alleviate various forms of
16	strife and unrest.
17	(e) (3) The state has a basic obligation to protect the public by
18	attempting to prevent any material interference with the normal
19	public school educational process.
20	(d) (4) The relationship between school corporation employers
21	and certificated school employees is not comparable to the
22	relation relationship between private employers and employees
23	among others for the following reasons:
24	(i) (A) A public school corporation is not operated for profit
25	but to insure ensure the citizens of the state rights guaranteed
26	them by the Indiana State Constitution of the State of
27	Indiana.
28	(ii) (B) The obligation to educate children and the methods by
29	which such education is effected will change rapidly with
30	increasing technology, the needs of an advancing civilization,
31	and requirements for substantial educational innovation.
32	(iii) (C) The Indiana general assembly has delegated the
33	discretion to carry out this changing and innovative
34	educational function to the local governing bodies of school
35	corporations, composed of citizens elected or appointed under
36	applicable law, a delegation which these bodies may not and
37	should not bargain away. <del>and</del>
38	(iv) (D) Public school corporations have different obligations
39	with respect to certificated school employees under
40	constitutional and statutory requirements than private
41	employers have to their employees.
12	(5) Experience has domanstrated that harmonious and





1	cooperative relationships between school employers and their
2	employees can best be accomplished by a collective bargaining
3	and discussion impasse procedure that ends in binding
4	resolution of disputes. The public interest will be served by an
5	effective, efficient resolution of disputes within the public
6	schools of Indiana.
7	SECTION 3. IC 20-7.5-1-2 IS AMENDED TO READ AS
8	FOLLOWS [EFFECTIVE JULY 1, 2001]: Sec. 2. As used in this
9	<del>chapter:</del> article:
10	(a) "School corporation" means any of the following:
11	(1) A local public school corporation established under Indiana
12	law. and, in the case of
13	(2) A public vocational schools school or schools school for
14	children with disabilities established or maintained by two (2) or
15	more school corporations. shall refer to such schools.
16	(3) A state educational institution (as defined in
17	IC 20-12-0.5-1).
18	(b) "Governing body" shall mean the board or commission charged
19	by law with the responsibility of administering the affairs of the school
20	corporation.
21	(c) "School employer" means the governing body of each school
22	corporation and any person or persons authorized to act for the
23	governing body of the school employer in dealing with its employees.
24	(d) "Superintendent" shall mean the chief administrative officer of
25	any school corporation, or any person or persons designated by the
26	officer or by the governing body to act in the officer's behalf in dealing
27	with school employees.
28	(e) "School employee" means any full-time certificated person in the
29	employment of the school employer. A school employee shall be
30	considered full time even though the employee does not work during
31	school vacation periods, and accordingly works less than a full year.
32	There shall be excluded from the meaning of school employee
33	supervisors, confidential employees, and employees performing
34	security work. and noncertificated employees.
35	(f) "Certificated employee" means a person whose contract with the
36	school corporation requires that he hold a license or permit from the
37	Indiana state board of education or a commission thereof as provided
38	in IC 20-6.1.
39	(g) "Noncertificated employee" means any school employee whose
40	employment is not dependent upon the holding of a license or permit
41	as provided in IC 20-6.1.

(h) "Supervisor" means any individual who has:



(1) authority, acting for the school corporation, to hire, transfer,
suspend, lay off, recall, promote, discharge, assign, reward, or
discipline school employees;
(2) responsibility to direct school employees and adjust their
grievances; or
(3) responsibility to effectively recommend the action described
in subsections subdivisions (1) through (2);
that is not of a merely routine or clerical nature but requires the use of
independent judgment. The term includes superintendents, assistant
superintendents, business managers and supervisors, directors with
school corporation-wide responsibilities, principals and vice principals,
and department heads who have responsibility for evaluating teachers.
(i) "Confidential employee" means a school employee whose
unrestricted access to confidential personnel files or whose functional
responsibilities or knowledge in connection with the issues involved in
dealings between the school corporation and its employees would make
the confidential employee's membership in a school employee
organization incompatible with the employee's official duties.
(j) "Employees performing security work" means any school employee whose primary responsibility is the protection of personal
and real property owned or leased by the school corporation or who
performs police or quasi-police powers.
(k) "School employee organization" means any organization which
has school employees as members and one (1) of whose primary
purposes is representing school employees in dealing with their school
employer, and includes any person or persons authorized to act on
behalf of such organizations.
(l) "Exclusive representative" means the school employee
organization which has been certified for the purposes of this chapter
by the board or recognized by a school employer as the exclusive
representative of the employees in an appropriate unit as provided in
section 10 of this chapter, or the person or persons duly authorized to
act on behalf of such representative.
(m) "Board" means the Indiana education employment relations
board provided by this chapter.
(n) "Bargain collectively" means the performance of the mutual
obligation of the school employer and the exclusive representative to
meet at reasonable times to negotiate in good faith with respect to items
enumerated in section 4 of this chapter and to execute a written

contract incorporating any agreement relating to such matters. Such

obligation shall not include the final approval of any contract

concerning these or any other items. Agreements reached through





collective bargaining are binding as a contract only if ratified by the governing body of the school corporation and the exclusive representative. The obligation to bargain collectively does not require the school employer or the exclusive representative to agree to a proposal of the other or to make a concession to the other, except that this obligation is subject to the final offer process of mediation-arbitration under IC 20-7.5-2.

(o) "Discuss" means the performance of the mutual obligation of the school corporation through its superintendent and the exclusive representative to meet at reasonable times to discuss, to provide meaningful input, to exchange points of view, with respect to items enumerated in section 5 of this chapter. This obligation shall not, however, require either party to enter into a contract, to agree to a proposal, or to require the making of a concession, A failure to reach an agreement on any matter of discussion shall not require the use of any part of the impasse procedure, as provided in section 13 of this chapter. except that this obligation is subject to the final offer process of mediation-arbitration under IC 20-7.5-2. Neither the obligation to bargain collectively nor to discuss any matter shall prevent any school employee from petitioning the school employer, the governing body, or the superintendent for a redress of the employee's grievances either individually or through the exclusive representative, nor shall either such obligation prevent the school employer or the superintendent from conferring with any citizen, taxpayer, student, school employee, or other person considering the operation of the schools and the school corporation.

- (p) "Strike" means concerted failure refusal to report for duty, willful absence from one's position, stoppage of work. or abstinence in whole or in part from the full, faithful, and proper performance of the duties of employment, without the lawful approval of the school employer, or in any concerted manner interfering with the operation of the school employer for any purpose.
- (q) "Deficit financing" with respect to any budget year shall mean expenditures in excess of money legally available to the employer.
- (r) "Submission date" means the first date for the legal notice of a budget fixed by the school employer under IC 6-1.1-17-5.

SECTION 4. IC 20-7.5-1-5 IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2001]: Sec. 5. (a) A school employer shall discuss with the exclusive representative of certificated employees and may but shall not be is required to bargain collectively, negotiate, or enter into a written contract concerning or be subject to or enter into impasse procedures on the following matters:



1	(1) Working conditions, other than those provided in section 4 of
2	this chapter.
3	(2) Curriculum development and revision.
4	(3) Textbook selection.
5	(4) Teaching methods.
6	(5) Hiring, promotion, demotion, transfer, assignment, and
7	retention of certificated employees, and changes to any of the
8	requirements set forth in IC 20-6.1-4.
9	(6) Student discipline.
10	(7) Expulsion or supervision of students.
11	(8) Pupil-teacher ratio.
12	(9) Class size or budget appropriations.
13	However, any items included in the 1972-1973 agreements between
14	any employer school corporation and the employee organization shall
15	continue to be bargainable.
16	(b) Nothing shall prevent a superintendent or his designee from
17	making recommendations to the school employer.
18	(c) This chapter may not be construed to limit the rights of the
19	school employer and the exclusive representative to mutually agree to
20	the matters authorized under IC 20-6.1-4-14.5.
21	SECTION 5. IC 20-7.5-1-9 IS AMENDED TO READ AS
22	FOLLOWS [EFFECTIVE JULY 1, 2001]: Sec. 9. (a) There is created
23	an Indiana education employment relations board which shall consist
24	of three (3) members appointed by the governor to serve at the
25	governor's pleasure. One (1) member shall be designated by the
26	governor as chairman. Not more than two (2) members of the board
27	shall be members of the same political party. Each member shall be
28	appointed for a term of four (4) years. A member appointed to fill a
29	vacancy shall be appointed for the unexpired term of the member
30	whom the appointed member is to succeed.
31	(b) Members shall hold no other public office or employment by the
32	state or other public agency or public employer, or be an officer or
33	employee of any school employee organization or any of its affiliates,
34	or represent any school employer or school employee organization, or
35	its affiliates.
36	(c) Subsection (b) does not apply to persons on the teaching staff of
37	a university who are knowledgeable in public administration or labor
38	law so long as they are not actively engaged, other than as a member,
39	with any labor or employee organization. This subsection shall be
40	construed liberally to effectuate the intent of the general assembly.
41	(d) The chairman shall give full time to the chairman's duties. The
42	chairman of the board shall not engage in any other business, vocation,



1 2	or employment. The chairman must have at least the equivalent of one (1) semester of postsecondary academic training in the field of
3	labor relations and at least one (1) year of work related experience
4	in the field of labor relations. The members of the board other than
5	the chairman receive as compensation payment equal to that of the
6	chairman, computed on a daily rate and paid for every day actually
7	spent serving on the board.
8	(e) A majority of the members of the board constitutes a quorum.
9	(f) To accomplish the objectives and to carry out the duties
10	prescribed in this chapter the board shall have the following powers:
11	(1) To adopt an official seal and prescribe the purposes for which
12	it shall be used.
13	(2) To hold hearings and make inquiries as it deems necessary to
14	carry out properly its functions and powers.
15	(3) To establish a principal office in the city of Indianapolis.
16	(4) To meet and exercise its powers at any other place in Indiana.
17	(5) To conduct in any part of Indiana a proceeding, hearing,
18	investigation, inquiry, or election necessary to the performance of
19	its functions. For any such purpose, the board may designate one
20	(1) of its members, or an agent or agents, as hearing examiners.
21	The board may utilize voluntary and uncompensated services as
22	may be needed.
23	(6) To appoint staff and attorneys as it may find necessary for the
24	proper performance of its duties. The attorneys appointed under
25	this section may, at the direction of the board, appear for and
26	represent the board in court.
27	(7) To pay the reasonable and necessary traveling and other
28	expenses of any employee, member, or agent of the board.
29	(8) To subpoena witnesses and issue subpoenas requiring the
30	production of books, papers, records, and documents which may
31	be needed as evidence in any matter under inquiry, and to
32	administer oaths and affirmations. In cases of neglect or refusal
33	to obey a subpoena issued to any person, the circuit or superior
34	court of the county in which the investigations or the public
35	hearings are taking place, upon application by the board, shall
36	issue an order requiring the person to appear before the board and
37	produce evidence about the matter under investigation. A failure
38	to obey the order may be punished by the court as a contempt.
39	Any subpoena, notice of hearing, or other process of the board
40	issued under this chapter shall be served in the manner prescribed
41	by the Indiana Rules of Trial Procedure.

(9) To adopt, promulgate, amend, or rescind rules it deems



1 2	necessary and administratively feasible to carry out this chapter in accordance with IC 4-22-2.
3	(10) To request from any public agency the assistance, services,
4	and data as will enable the board properly to carry out its
5	functions and powers.
6	(11) To publish and report in full an opinion in every case decided
7	by it.
8	(g) The board shall organize its staff to provide for the functions of
9	unit determination, unfair labor practice processing, conciliation and
10	mediation, factfinding mediation-arbitration, and research. In
11	connection with any conciliation and mediation or factfinding, it
12	mediation-arbitration, subject to IC 20-7.5-2, the board may use
13	either full-time employees or appoint employees for specific cases from
14	a panel which it establishes. Its research division shall be organized to
15	provide statistical data on the resources of each school corporation, the
16	substance of any agreements reached by each school corporation, and
17	other relevant data.
18	SECTION 6. IC 20-7.5-1-11 IS AMENDED TO READ AS
19	FOLLOWS [EFFECTIVE JULY 1, 2001]: Sec. 11. (a) Unfair practices
20	shall be remediable in the manner provided in this section. Any school
21	employer or any school employee who believes he is aggrieved by an
22	unfair practice may file a complaint under oath to such effect, setting
23	out a summary of the facts involved and specifying the section of this
24	chapter alleged to have been violated.
25	(b) Thereafter, The board shall give notice to the person or
26	organization against whom the complaint is directed and shall
27	determine the matter raised in the complaint, and appeals may be taken
28	in accordance with IC 4-21.5-3.
29	(c) Testimony may be taken and findings and conclusions may be
30	made by a hearing examiner or <b>an</b> agent of the board who may be a
31	member thereof. of the board.
32	(d) The board, but not a hearing examiner or an agent thereof, of
33	the board, may enter such an interlocutory orders order after
34	summary hearing as it deems necessary in carrying to carry out the
35	intent of this chapter.
36	(e) If, at the conclusion of the hearing, the board, hearing
37	examiner, or agent of the board determines, based on a
38	preponderance of the evidence admitted at the hearing, that the
39	person named in the complaint has engaged in an unfair practice
40	under section 7 of this chapter, the board:
41	(1) shall:
42	(A) state its findings of fact and conclusions of law; and



1	(B) issue an order requiring the person to cease the unfair
2	practice; and
3	(2) may:
4	(A) take other appropriate action, including ordering the
5	reinstatement with back pay of an employee; and
6	(B) require the person who has engaged in the unfair
7	practice to report to the board concerning compliance with
8	the board's order.
9	(f) If, at the conclusion of the hearing, the board, hearing
10	examiner, or agent of the board determines, based on a
11	preponderance of the evidence admitted at the hearing, that the
12	person named in the complaint has not engaged in an unfair
13	practice under section 7 of this chapter, the board shall:
14	(1) state its findings of fact and conclusions of law; and
15	(2) dismiss the complaint.
16	(g) If, at the conclusion of the hearing, the board, hearing
17	examiner, or agent of the board determines that an employee was
18	dismissed or suspended for cause, an order reinstating the
19	employee or awarding the employee back pay may not be issued.
20	SECTION 7. IC 20-7.5-2 IS ADDED TO THE INDIANA CODE
21	AS A <b>NEW</b> CHAPTER TO READ AS FOLLOWS [EFFECTIVE
22	JULY 1, 2001]:
23	Chapter 2. Mediation; Final Offer Selection
24	Sec. 1. A school corporation and the exclusive representative
25	shall begin to bargain collectively at least ninety (90) days before
26	the submission date.
27	Sec. 2. In addition to the impasse procedures specified in this
28	chapter, a school employer and an exclusive representative may
29	agree in writing to a dispute settlement procedure. A copy of the
30	agreement shall be filed by the parties with the board. If the parties
31	agree to a form of binding arbitration, the arbitrator shall give
32	weight to the factors listed in section 10 of this chapter. The
33	arbitration award is subject to appeal under sections 14 through 17
34	of this chapter.
35	Sec. 3. If the parties have not reached an agreement at least
36	sixty (60) days before the submission date, the parties shall notify
37	the board that an impasse exists, and the board shall initiate
38	mediation-arbitration.
39	Sec. 4. Except as provided in section 19 of this chapter, not later
40	than fifteen (15) days after the receipt of a notice of an impasse,
41	each party shall submit to the board and exchange with the other
42	party its final offer on each item remaining at impasse that is also



an item referred to in IC 20-7.5-1-4 or listed in IC 20-7.5-1-5. The parties shall also file with the board a joint stipulation with respect to all matters that have been previously agreed on for inclusion in the new or amended collective bargaining agreement. All final offers and joint stipulations filed with the board are open to public inspection.

- Sec. 5. (a) Not later than three (3) days after the receipt of a notice of an impasse from the parties, the board shall submit to the parties a list of five (5) competent and experienced mediator-arbitrators who must be representatives of the interests of the public but who may not be employees of the board.
- (b) Not later than five (5) days after the receipt of the list, the parties shall agree on a name or alternately strike a name from the list until one (1) name remains. The parties shall determine by lot who strikes the first name. The parties shall notify the board of the mediator-arbitrator chosen.
- (c) If a mediator-arbitrator has not been chosen through agreement or striking names within the five (5) day limit, the board shall select a mediator-arbitrator from the list submitted under subsection (a).
- (d) Upon receipt of notice from the parties or after the board makes a selection, the board shall formally appoint the mediator-arbitrator and submit to the mediator-arbitrator the final offers and joint stipulation of the parties.
- Sec. 6. A mediator-arbitrator shall begin mediation not later than ten (10) days after appointment. The final offers of the parties, as transmitted by the board to the mediator-arbitrator, must serve as the mutual basis for mediation and continued negotiations between the parties concerning issues in dispute that have not been agreed upon by the parties. All mediation sessions must be private.

Sec. 7. (a) For seven (7) successive days after the first mediation session, the mediator-arbitrator shall mediate the dispute and encourage a voluntary and mutual settlement by the parties. During the first five (5) days of the seven (7) successive day period, either party may unilaterally modify in writing any item in its final offer. At the end of the five (5) day period, each party shall certify in writing to the board the changes that have been made in its final offer during mediation, with a copy sent to the mediator-arbitrator and to the other party. During the last two (2) days of the seven (7) successive day period, a modification of either party's final offer may be made only with the consent of the other party.



1	(b) Any modifications made under subsection (a) shall be
2	certified by the parties to the board, with a copy sent to the
3	mediator-arbitrator.
4	Sec. 8. (a) If the parties fail to reach a voluntary and mutual
5	settlement during the seven (7) successive day mediation period,
6	the dispute shall be resolved by final offer item by item selections.
7	(b) Not later than five (5) days after the end of the mediation
8	period and before selecting the final offers, the mediator-arbitrator
9	shall conduct a public hearing to provide an opportunity to both
10	parties to present evidence and argument in support of their final
11	offers.
12	(c) Not later than ten (10) days after the completion of the
13	hearing, the mediator-arbitrator shall in writing select the final
14	offer that, in the mediator-arbitrator's judgment, is the more
15	reasonable and shall in writing state reasons for the selection. The
16	mediator-arbitrator's selection and the reasons shall be delivered
17	to the board and to each party. The final offers selected, along with
18	the stipulation of items already agreed to, become the agreement
19	between the parties and are final and binding upon the parties,
20	subject to sections 9 and 14 through 17 of this chapter.
21	Sec. 9. The parties may voluntarily and mutually agree upon the
22	terms and conditions of a contract at any time.
23	Sec. 10. In making a decision under the final offer selection
24	procedures authorized by section 8 of this chapter, a
25	mediator-arbitrator shall give weight to the following factors:
26	(1) Past memoranda of agreement and contracts between the
27	parties.
28	(2) Comparison of wages, hours, terms of employment, and
29	conditions of employment of the school employees involved
30	with those of other employees doing comparable work, giving
31	consideration to factors peculiar to the work involved.
32	(3) Comparison of wages, hours, terms of employment, and
33	conditions of employment with similar employment in private
34	business and industry.
35	(4) The average consumer prices for goods and services,
36	commonly known as the cost of living.
37	(5) The impact on the educational atmosphere or
38	environment.
39	Sec. 11. (a) A mediator-arbitrator may not be employed on a
40	full-time or part-time basis by:
41	(1) a public school employer that is a school corporation;
42	(2) an organization of public employees, public employers, or



1	their affiliates; or
2	(3) a firm that represents employers or employees in the
3	implementation of this article.
4	(b) The board shall pay the compensation and expenses of a
5	mediator-arbitrator.
6	Sec. 12. (a) If an agreement is not reached on the items to be
7	bargained collectively fourteen (14) days before the submission
8	date, the parties shall continue the status quo and the employer
9	may issue tentative individual contracts and prepare a budget
10	based on the individual contracts.
11	(b) During this status quo period, in order to permit the
12	successful resolution of the dispute, the employer may not
13	unilaterally change the terms or conditions of employment that are
14	issues in dispute.
15	(c) This section does not relieve the school employer or the
16	school employee organization from the duty to follow the
17	procedures set forth in this chapter.
18	Sec. 13. The board shall adopt rules under IC 4-22-2 to
19	implement this chapter.
20	Sec. 14. Not later than fifteen (15) days after the
21	mediator-arbitrator's final offer selection, either party may
22	petition the circuit or superior court of Marion County to set the
23	final offer selection aside. Any time after the fifteen (15) day
24	period, either party may petition the circuit or superior court of
25	Marion County to enforce a final offer selection. The court shall
26	hear these matters on an expedited basis not later than thirty (30)
27	days after the filing of a petition. The court must enforce the final
28	offer selection unless the court finds by a preponderance of the
29	evidence that the decision was:
30	(1) illegal;
31	(2) in excess of the mediator-arbitrator's power; or
32	(3) procured by fraud, bribery, or corruption.
33	Sec. 15. If a court sets aside a final offer selection because of
34	illegality or excess of power, the selection shall be remanded to the
35	same mediator-arbitrator who heard the selection the first time,
36	subject to the right of a party to appeal an adverse ruling of the
37	court. The mediator-arbitrator has the following choices on
38	remand:
39	(1) Affirm the earlier final offer selection minus any items set
40	aside by the court.
41	(2) Make a new determination on the original final offers
42	proposed by the parties after a new hearing or argument, at



1	the discretion of the mediator-arbitrator.
2	Sec. 16. If a court sets aside a final offer selection because of
3	fraud, bribery, or corruption, the selection shall be remanded to
4	the board for an expedited hearing before a new
5	mediator-arbitrator, selected in the same manner as the original
6	mediator-arbitrator, subject to the right of a party to appeal an
7	adverse ruling of the court.
8	Sec. 17. An appeal under section 15 or 16 of this chapter shall be
9	taken in the manner and to the same extent as orders or judgments
10	are taken in a civil action. Because of the appeal's public
11	importance, the appeal shall be advanced on the docket for the
12	consideration of the court.
13	Sec. 18. A party who:
14	(1) fails to implement a final offer selection; or
15	(2) appeals a final offer selection and does not ultimately
16	prevail in court;
17	is liable for reasonable attorney's fees, interest on delayed
18	monetary benefits, and other costs incurred in the action.
19	Sec. 19. This chapter does not prevent the exclusive
20	representative or the affiliates of the exclusive representative from
21	taking part in or assisting in a strike against a school employer.
22	This right may be exercised instead of submitting the items at
23	impasse to an arbitrator by the exclusive representative notifying
24	the school employer and board, not more than five (5) days after
25	the initiation of the mediation-arbitration process, that the
26	exclusive representative is choosing to exercise the right to strike.
27	SECTION 8. IC 20-7.5-3 IS ADDED TO THE INDIANA CODE
28	AS A NEW CHAPTER TO READ AS FOLLOWS [EFFECTIVE
29	JULY 1, 2001]:
30	Chapter 3. Employee Bargaining for State Educational
31	Institutions
32	Sec. 1. The board may adopt rules under IC 4-22-2 to provide
33	guidelines for bargaining between state educational institutions
34	and employees of state educational institutions that are not
35	specifically addressed under IC 20-7.5-1 or IC 20-7.5-2.

SECTION 9. THE FOLLOWING ARE REPEALED [EFFECTIVE

JULY 1, 2001]: IC 20-7.5-1-12; IC 20-7.5-1-13; IC 20-7.5-1-14.



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